

S U S T A I N A B I L I T Y R E P O R T



WE ARE STRENGTHENING THE SUSTAINABILITY GOVERNANCE IN OUR BUSINESSES AND THE SAFETY ASPECTS OF OUR OPERATIONS. THIS INCLUDES CRUCIAL MINDSET AND CULTURE SHIFTS REQUIRED IN ORDER TO PUSH THE SUSTAINABILITY AGENDA FORWARD.

BOARD STATEMENT

At Megachem, we view Sustainability as a shared responsibility towards improving not only our business but also our planet and our lives.

Today our world is confronted with unprecedented challenges such as climate change, scarcity of natural resources, poverty, human health and safety.

As a company we do not exist in a vacuum. We are part of the economic, environmental and social ecosystem. We will therefore work closely with all our stakeholders to enhance and integrate sustainability into our business models.

During the year of 2017, we have made progress in our sustainability journey. The key achievements are as follows:

Governance

- In the BT Governance and Transparency Index, we have once again been ranked highly among the listed companies in Singapore.
- At the Singapore Corporate Awards 2017, Megachem won Best Annual Report (Gold) in the "less than S\$300 million market capitalization" category.

Environment/Health/Safety

- In recognition of our efforts in meeting international environment, health and safety

standards, the Singapore Chemical Industry Council again accorded us, at Responsible Care Awards 2017, a Gold Award under the Community Awareness and Emergency Response Code.

Looking ahead, there will be 2 key areas of focus:

- As a distributor of chemicals, we will set out to expand our product portfolio with more sustainable products that has lessor environmental impact.
- Major stakeholders in the chemical industry are striving towards higher standards of Sustainability practices. As a member of this industry, we have a responsibility to work with our suppliers and customers towards achieving this cause.

Every day, we shall strive with passion to make a lasting, positive difference in people's lives and embed this value into our corporate culture.

This report is a stamp of our commitment towards making a difference to our planet and our lives. This is our Journey towards the Megachem's Sustainability Vision.

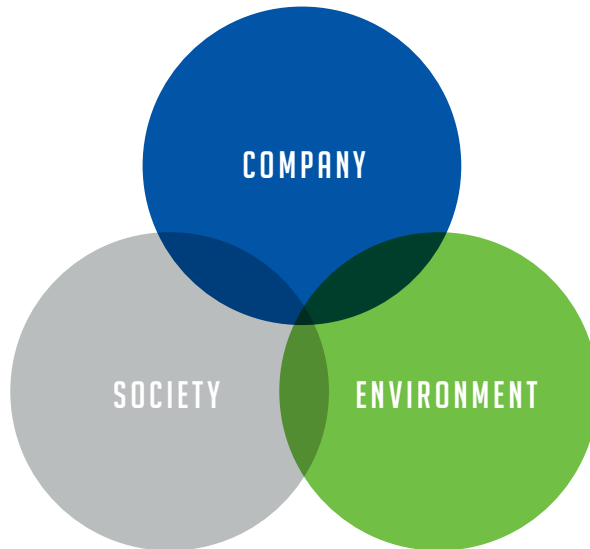
Chairman
Sidney Chew

On behalf of Megachem's
Board of Directors

S U S T A I N A B I L I T Y R E P O R T

ORGANISATIONAL PROFILE

Megachem Sustainability Vision



For Megachem, our Sustainability Vision is to align our economic success with environmental and social responsibility. We recognize that the environmental and social interaction with our community affect our long term organizational success and thus the need to manage not only corporate and financial performance but also the environmental and social impact of our business.

Guided by our Sustainability Vision, our objectives are to:

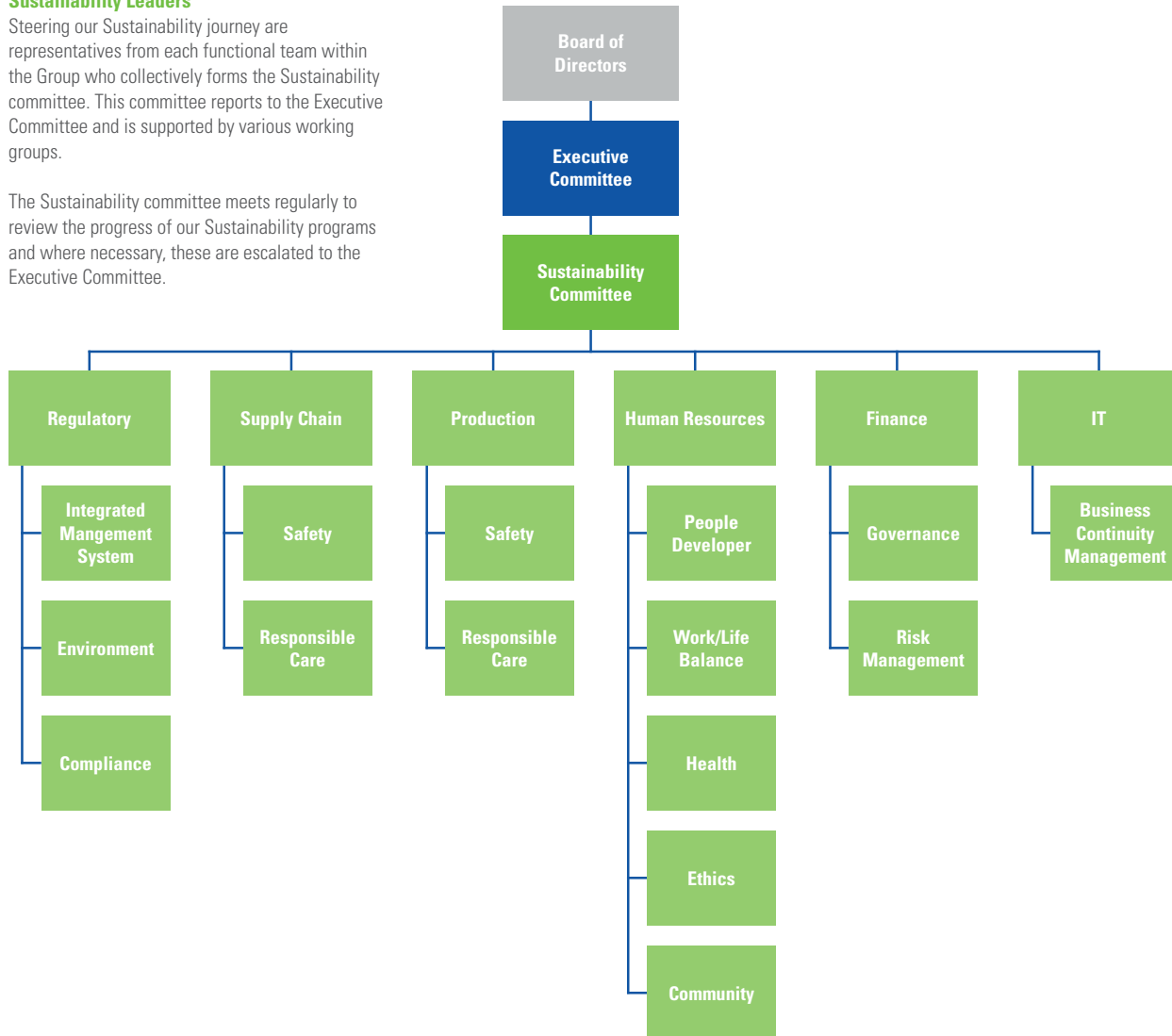
- achieve high standards of health and safety throughout our value chain;
- protect our environment;
- be a preferred employer by providing a working environment where people can feel a sense of belonging;
- adopt best business practices and comply with all applicable rules and regulations;
- manage our risk to safeguard our economic sustainability; and
- be a responsible member of society.

SUSTAINABILITY REPORT

Sustainability Leaders

Steering our Sustainability journey are representatives from each functional team within the Group who collectively forms the Sustainability committee. This committee reports to the Executive Committee and is supported by various working groups.

The Sustainability committee meets regularly to review the progress of our Sustainability programs and where necessary, these are escalated to the Executive Committee.



External Charters, Principles or Other Initiatives

Megachem is committed to conduct our business in a responsible and sustainable manner. We have therefore aligned our operations and business practices with industry/market accepted principles and standards such as:

- Responsible Care® – a global environmental, health and safety (EHS) performance initiative for the chemical industry,

- Integrated Management System (ISO9001, OHSAS18000, ISO14000) and ISO22301, a system that integrates all of an organization's policies, processes and procedures into one complete framework, enabling an organization to work as a single unit with unified objectives,
- People Developer – a certification that recognizes organizations that invest in their people and have a comprehensive system to manage the development of their people.

Member of Industry Associations

We are a member of Singapore Chemicals Industry Council and collaborate with them to continuously improve EHS performance in the chemical industry.

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MATERIALITY ASSESSMENT

Process for defining report boundaries and content



The assessment of our Material Aspects are conducted in accordance with guidelines and framework established by GRI.

Our Sustainability Committee identified the material aspects based on feedback garnered from our stakeholders and internal reviews.

The material aspects are evaluated against 2 criteria: importance to stakeholders and importance to Megachem (in terms of the significance of its impact on economic, environment, social and governance).

These are then validated and approved by the Executive Committee headed by our Managing Director.

Our Material Aspects

MATERIAL ASPECTS

GOVERNANCE

Governance

ECONOMIC

Economic Performance

ENVIRONMENT

Energy Efficiency
Water Conservation
Effluent & Waste Management
Products & Services
Environmental Compliance
Transport

SOCIAL

Labour Practices & decent work

Employment
Occupational Health & Safety
Training and Education
Diversity and Equal Opportunity

Society

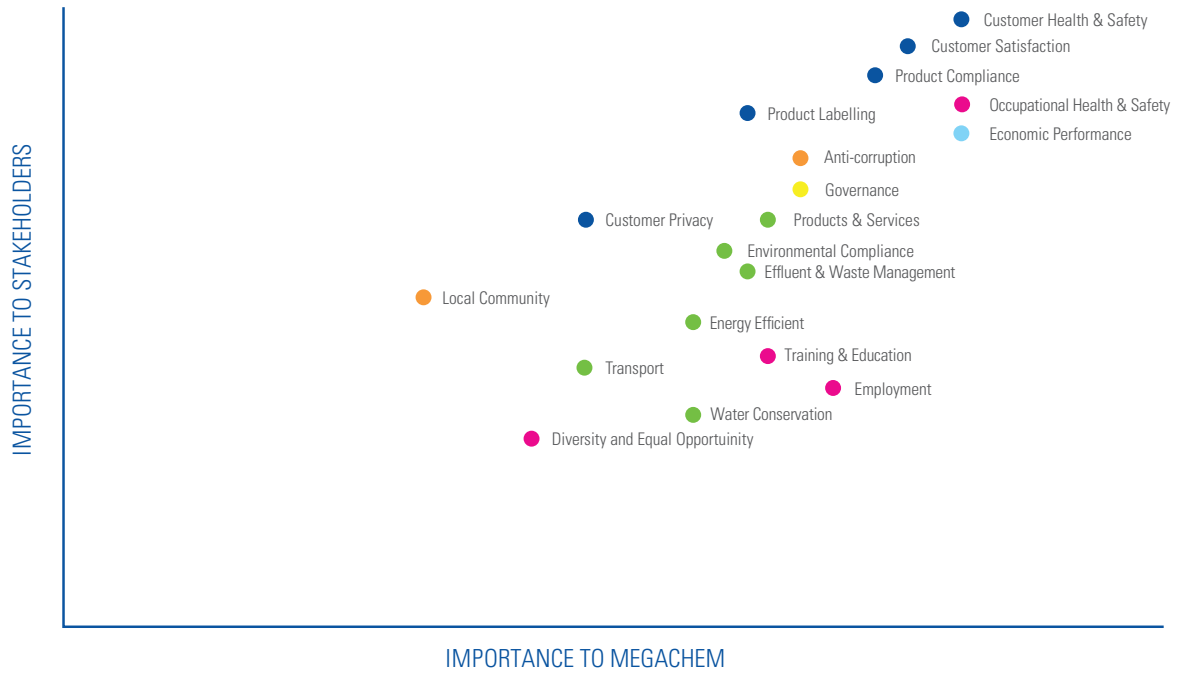
Local Community
Anti-corruption

Product Responsibilities

Customer Health & Safety
Product Labelling
Product Compliance

SUSTAINABILITY REPORT

Materiality Matrix



Aspect Boundaries

Within the Organisation:

All entities and employees within the Group (excluding associated company) unless otherwise stated.

Outside the Organisation:

Customers, suppliers, investors/shareholders, regulators and community.

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STAKEHOLDERS ENGAGEMENT

Our Sustainability approach takes into account the sustainability issues facing our stakeholders. Their feedback helps us develop our materiality matrix and define our future targets.

These stakeholders are identified as being critical to our ability to implement our strategies and achieve our objectives.

To achieve this, we maintain a culture of engagement and a channel of open communication with our stakeholders.

STAKEHOLDERS	STAKEHOLDERS ENGAGEMENT	STAKEHOLDERS FEEDBACK
Employees	<p>Megachem views employee engagement as one of the crucial vehicle to drive business excellence and we do this through:</p> <ul style="list-style-type: none"> • our Learning Needs Analysis which incorporates learning requirements on an organizational, functional and individual level and translates to a training blueprint for departmental and organizational-wide training, • Kaizen which focuses on continuous improvement and innovation through employees participation, • Employee Opinion Survey which is a communication channel for employees' feedback and opinion. 	<p>People Developer's report shows positive results especially in learning, development and innovative culture.</p>
Customers	<p>At the heart of our strategy is our customer-centric approach to conducting our business. Essential to this customer-centric approach is customer engagement.</p> <p>We engage with our customers:</p> <ul style="list-style-type: none"> • through collaboration and regular visits, • customers' satisfaction survey where customers' feedback on Megachem's performance, products and services are garnered. 	<p>In the Customer Satisfaction Survey done in 2017, we scored well in the categories of sales support, responsiveness to customers and safety and environmental compliance.</p>
Suppliers	<p>We build close relationship with our valued suppliers to ensure deeper market penetration and supply continuity.</p> <p>We create a channel for feedback to our suppliers on the quality of products supplied to us.</p> <p>We also assess and audit our top suppliers to ensure we provide quality products to our customers through our vendor evaluation program.</p>	<p>Suppliers increasingly value the importance of sustainability in our working relationship with them.</p> <p>Megachem will consistently carry out our sustainability programs to meet requirements of suppliers.</p>

SUSTAINABILITY REPORT

STAKEHOLDERS	STAKEHOLDERS ENGAGEMENT	STAKEHOLDERS FEEDBACK
Investors/Shareholders	<p>We place great emphasis on effective communication with our shareholders by providing the following channels of communication:</p> <ul style="list-style-type: none"> • a dedicated IR website www.shareinvestor.com which is regularly updated and provides investors with email alerts of latest announcements • results briefings where analysts, investors and media are invited • online Q&A are conducted with shareholders and investors • results announcements, results presentation, press releases, online Q&A are made available at our website and at SGXnet • webcast of the results briefings are uploaded to our website • AGM where greater shareholders' participation are encouraged. 	We have been well-recognised in areas such as shareholders communication, transparency and governance.
Regulators	<p>We participate in seminars conducted by our stock market regulators to keep ourselves abreast of changes in rules and regulations.</p> <p>We conduct various exercises and events to educate our stakeholders the importance of safety.</p> <p>We seek to comply with regulatory bodies such as Singapore Civil Defence Force (SCDF), National Environment Agency (NEA), Singapore Police Force (SPF), Singapore Customs, Central Narcotics Bureau (CNB), Health Sciences Authority (HSA), Agri-Food & Veterinary Authority (AVA).</p>	Company Emergency Response Team audit reveals good response to different emergency scenarios.
Community	We engage with our community by working with various social organisations as well as with various stakeholders such as supplier, customer, industry peers in increasing safety awareness.	We received positive response in our initiative.

S U S T A I N A B I L I T Y R E P O R T

REPORT PROFILE

This report summarises our approach and practices towards Sustainability and represents our belief that Sustainability is an important aspect of our business.

REPORTING PERIOD

1 January 2017 –
31 December 2017

REPORTING CYCLE

Annual based on
Megachem's financial year.

METHODOLOGY

This is the second year we have produced our Sustainability reporting in accordance with GRI G4 – Core level guidelines. We have not sought external assurance for this report.

FEEDBACK

We welcome feedback from all stakeholders. Please send questions, comments, suggestions or feedback relating to this report to sustainability@sg.megachem.com.

DATE OF MOST RECENT REPORT

Megachem has included Sustainability in its past 3 annual reports. This is Megachem's second report using GRI guidelines.

SUSTAINABILITY REPORT

GOVERNANCE

Corporate governance

Objective

To ensure that our business is sustainable, Megachem believes strongly in upholding the highest standards of corporate governance. We strive to ensure that the value of good governance is deeply embedded in our corporate culture and entrenched in our policies and processes.

Approach

We adopt the Code of Corporate Governance established by the Monetary Authority of Singapore and Stock Exchange of Singapore. Our Corporate Governance Code is reviewed and endorsed by our Board of Directors annually.

*More details about our corporate governance practices can be found in the Corporate Governance Report section of this annual report.

PERFORMANCE HIGHLIGHTS

As a testimony to our high level of corporate governance, Megachem has been accorded many awards. At the Singapore Corporate Awards 2017, Megachem Limited was awarded the Best Annual Report Award (Gold) in the "less than \$300 million market capitalisation" category. This is the ninth year out of 12 years that Megachem has won at least an award since the launch of the Singapore Corporate Awards in 2005.

In the BT Governance and Transparency Index ("GTI") which ranks listed companies on its governance and transparency practises, Megachem was ranked 56th in 2017 and attained a score of 74 and has been ranked highly among all the listed companies in Singapore.



GTI SCORE



GTI RANK



Megachem will continue to uphold the principles of good governance which in turn enhances the sustainability of our business.

Targets & Plans

To improve or maintain the current GTI score and ranking.

Ethics & Integrity

Objective

To uphold high standards of business ethics and integrity.

Approach

Megachem has established a Code of Business Ethics that sets the principles of business ethics for the Group and covers areas such as business conduct, protection of Company's assets, confidentiality of information, anti-bribery/corruption and conflicts of interest. All staff of the Group are expected to uphold high standards of integrity that are in compliance with the Code as well as laws and regulations of the countries in which it operates. Awareness is created by conducting briefings for all staff. All staff are also required to sign acknowledgement of their awareness of our Corporate Code of Conduct and declare any existing or potential conflicts of interest to the management.

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Risk Management

Objective

To ensure our business is sustainable and to preserve our shareholders' value.

Approach

Recognising the importance of risk management in providing sustainability to our business and in preserving our shareholders' value, Megachem is committed to incorporate effective risk management practices into our organizational processes to mitigate and manage each of these risks.

* More information on how we manage our risks can be found in the Risk Management section of this annual report.

Performance Highlights

In the FY2017, a review of our enterprise risk management was conducted where significant risks, their impact and the mitigating factors were discussed and updated.

Target and Plans

To conduct review of the risk assessment and mitigation factors in response to changes to internal and external factors.

ECONOMIC

Objective

To Create Long-term Sustainable Value for our shareholders.

Approach

Megachem adopts a 2-pronged approach:

- preserve shareholders' value by building resilience throughout its business operations;
- enhance shareholders' value through a robust strategy with a focus on delivering long term sustainable growth.

PERFORMANCE HIGHLIGHTS

	2014	2015	2016	2017
Net Profit after tax (S\$'mil)	3.2	3.3	2.2	4.2
Shareholders Equity (S\$'mil)	41.9	42.2	42.0	44.6
Earnings per share (cents)	2.08	2.22	1.53	3.18
Net Dividend/share (cents)	1.0	1.0	1.2	1.2
Dividend Yield %	3.0%	2.8%	3.0%	2.8%
Share Price Appreciation (%)	20.0%	0.0%	22.2%	-6.8%
Total Shareholders Return (%)	23.0%	2.8%	25.2%	-4.0%

SUSTAINABILITY REPORT

ENVIRONMENT

Objective

We are committed to environmental protection and conservation of resources.

Approach

Our efforts in this area includes reducing paper, electricity and water consumption, reducing waste water generation, paper recycling and adopting proper chemical waste treatment methods.



Energy

Most of our office lighting systems uses energy saving features to reduce electricity consumption.

Product and sales information such as product and material safety data sheets are maintained in our system and transmitted to our customers electronically thus reducing usage of paper. Sales invoices are also increasingly being transmitted electronically.



Water, Effluent & Waste

Megachem implemented LEAN methodology to reduce quantity of waste water generation.

By standardizing washing procedure for difference types of products based on its chemical properties, developing training programs for operator on washing process and implementing water recycling program, we manage to reduce waste water by about 40%.

We ensure that chemical wastes are treated responsibly by engaging licensed industrial waste treatment companies.



Products and Recycling of packaging materials

Megachem practices 'reduce, reuse and recycle' of packaging material whenever we can.

Packaging material such as wooden pallet or plastic pallet are reused in the factory. We also collaborate with customers to reuse packaging materials whenever possible.

In 2017, Megachem recovered a total of 3,000 kg paper and carton boxes, 2,900 kg metal and 982 kg plastic.



Environmental Impact of transporting goods

Most of our delivery trucks are in compliance with the EURO V standard which helps to reduce the emission of CO2 and other gases.

In addition, we work with customers to optimize the delivery schedule, taking advantage of consolidation opportunities whenever possible in order to achieve fuel and CO2 emissions reduction.



Deforestation

Among other factors, greenhouse gas emissions from deforestation is contributing to climate change. Working with suppliers and customers,

Megachem is making efforts to reduce deforestation from the chemical supply chain. For example, in the sourcing for paper materials, we will try to source for materials that are made from renewable fibres and certified by international certification organization which promotes sustainable forest management.



Compliance

In 2017, Megachem did not incur any significant fines for noncompliance with environmental laws and regulations.



EARTH DAY

Every year, Earth Day aims to encourage people around the world to be more environmental-friendly.

On this day, Megachem offices around the world turned off all lights for an hour to support the Global Earth Day initiative.

SUSTAINABILITY REPORT

TARGETS & PLANS

TO REDUCE:

10% CHEMICAL WASTE

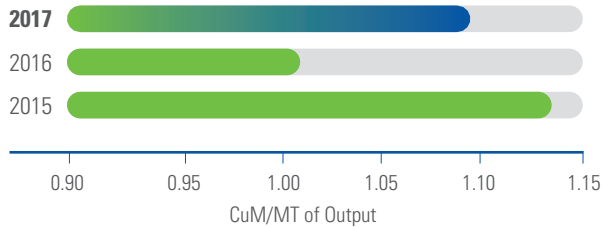
5% ENERGY CONSUMPTION (NON-PRODUCTION ACTIVITIES)

≥5% WASTE WATER GENERATION (FROM PRODUCTION)

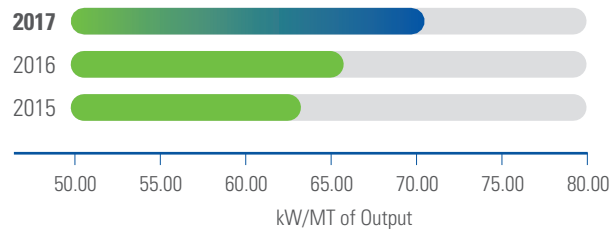
0 NON COMPLIANCE TO COMPLY WITH ALL OPERATING REQUIREMENTS AND CONDITIONS REQUIRED BY LEGISLATION RELEVANT TO ENVIRONMENTAL MANAGEMENT

PERFORMANCE HIGHLIGHTS

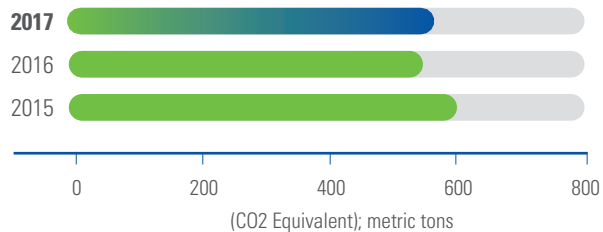
WATER CONSUMPTION (SINGAPORE)



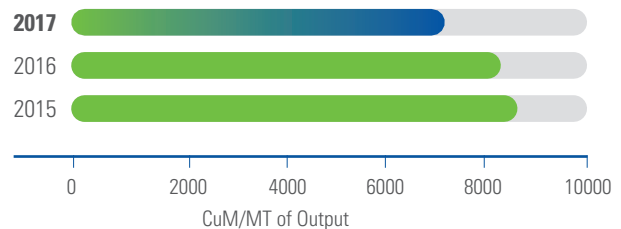
ELECTRICITY CONSUMPTION (SINGAPORE)



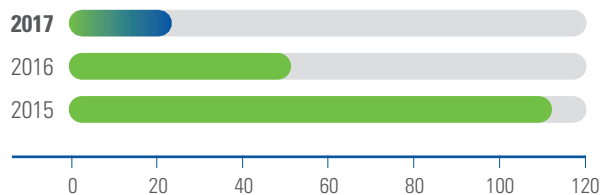
GREENHOUSE GAS EMISSION (IN SINGAPORE)



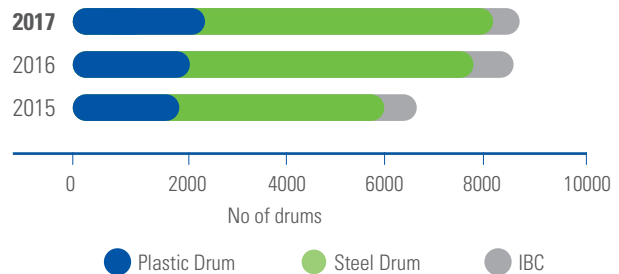
WASTE WATER GENERATION (SINGAPORE)



PAPER USAGE \$\$/EMPLOYEE (SINGAPORE)



RECOVERED PACKAGING



SUSTAINABILITY REPORT

SOCIAL - PRODUCT RESPONSIBILITIES



Health & Safety

Objective

We take pride in our commitment to maintain high level of health and safety standards. They are the foundations of trust that our people, customers and vendors place in us. We therefore aim to achieve uncompromised level of health and safety standards in our plants, products and processes.

Approach

The framework for our Health, Safety and Environment (HSE) management is modeled after international standards. We have attained international certification such as the ISO 14001:2015 and OHSAS 18001:2007 certification and are a member of the Responsible Care Program.

We have also received several Responsible Care Awards for attaining excellence in meeting international HSE standards from the Singapore Chemical Industry Councils. Internal and external audits are being conducted to ensure that our HSE programs consistently meet international standards.

Safety Data Sheets detailing health, safety and environment measures are available for all products that we handle.

Our plants are built to meet stringent regulatory requirements in relation to H&S and our processes are designed with features to reduce H&S risk. Our goal is to operate the plant safely with no leaks or incidents that may cause serious injury to our employees, contractors or neighbors. We routinely prepare and practice our emergency response to potential incidents such as chemical spill or a fire. This involves working closely with the Singapore Civil Defence Force to jointly test our emergency response plans and procedures. The joint exercises continually improve our readiness to respond. If an incident does occur, we have procedures in place to mitigate the risk and reduce the impact on people and the environment.

Megachem's employees operate a large number of vehicles such as delivery trucks, high reach trucks and forklift trucks on our company's premises and on public roads every day. There are serious risks and



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hazards associated with it and can cause significant harm to the environment as well as humans if accidents occur. At Megachem, we are aware of the risks and hazards and we have programmes to ensure that the drivers are well-trained and the equipment are in good condition to carry out daily job requirements. Drivers for delivery trucks undergo special safety training and possess hazardous transport driving permit (HTDP). They are also trained in safe loading methods, securing of cargo and understand how to react during an emergency according to the transport emergency response plan (TERP). The vehicles are also equipped with GPS and tracking device with speed limit alert. Their driving skills are regularly assessed by the supervisor. The vehicles are also regularly inspected and maintained by certified third party service provider. The delivery trucks are also subjected to inspection by the regulatory body such as Singapore Civil Defence Force (SCDF) and Land Transport Authority (LTA).

Employees are required to wear suitable safety clothing and personal protection equipment (PPE) such as helmet, safety shoes, reflective clothing at work. Pathways are appropriately indicated in Megachem's premises. As a result of the

programmes in place at Megachem, we are not only able to reduce the number of incidents/accidents, but also able to increase the safety awareness of our employees.

The production and use of chemicals in workplaces present one of the most significant challenges in workplace protection programs. As part of our Company's efforts, we strive to ensure the safety and health of the employees in Megachem. Workplace safety and health is an important practice toward this goal. In order to enhance and promote safety awareness, a Safety Day program is organized for our employees, some of our customers and suppliers as well as our neighbours. For this event, SCDF officers provide us with better understanding of safety standards in handling flammable and hazardous chemicals. The other activities of this program include safety video sharing, safety quiz and safety games.

Sourcing the right 3rd party provider to store our products is of paramount importance to our business. We have developed a warehouse assessment checklist to ensure that the 3rd party provider adhere to our storage requirements and to acceptable safety, health, environment and security standards.



SUSTAINABILITY REPORT

PERFORMANCE HIGHLIGHTS

For 2017, there has been no cases of non-compliance with health and safety regulations.



Targets & Plans

To achieve zero reportable accident.

To comply with occupational health and safety requirements of all employees with no findings from authority.

Product Labelling

Objective

To protect humans and environment against hazardous chemicals as well as to facilitate international trade by ensuring that all chemicals moving into and out of a country are classified, packaged and labelled in accordance with a globally harmonised system.

Approach

Another way in which Megachem contributes to international chemical safety is through our support of the United Nations' initiative to implement a Globally Harmonized System (GHS) of Classification and Labeling of Chemicals. GHS is a system for chemical classification and hazard communication through harmonised provisions for standardized labels and safety data sheets.

Performance Highlights

The GHS system of chemical classification is currently being implemented.

There has been no cases of non-compliance with regulations concerning product labelling.

Customer Satisfaction

Objective

To ensure our products and services are delivered to the satisfaction of our customers.

Approach

Megachem measures customer satisfaction through annual survey and seeks continuous improvement so as to deliver total customer satisfaction.

Performance Highlights



Targets & Plans

To achieve customer satisfaction level of at least 85%.

Customer Privacy

Objective

To protect customers and suppliers intellectual property rights and privacy.

Approach

Megachem ensures that only relevant employees have access to customers and suppliers confidential information and that such information are properly stored and secured.

In order to protect intellectual property rights of our customers and suppliers, their IP rights are used only to the extent stipulated in non-disclosure agreements with them.

Performance Highlights

We have not received any substantiated complaints relating to breach of customer privacy or loss of customers data.

Sustainable Products

Objective

To include sustainable products in product portfolio.

Approach

Major chemical producers are increasingly focused on developing products which reduces environmental impact, thereby providing sustainable alternatives to conventional products. As a distributor of chemicals, our goal is to add more of such sustainable products into our product portfolio and introducing them to our customers, hence contributing to the industry's sustainability objectives.

Product Compliance

Objective

To comply with relevant regulations concerning the sale of our products.

Approach

In the European Union (EU), all imported or manufactured chemical substances above a quantity of one tonne per year are subject to registration under Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulations. Similar registration requirements and regulations exist for other markets. In Canada, the United States, Australia, Korea, China and Turkey, for example, notification is also mandatory for new chemicals on the market.

In Megachem, our regulatory compliance team together with our supply chain team ensures that information required from our suppliers to comply with the REACH regulations are accurate and complete and that they are readily available for submission to the regulatory authorities.

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SOCIAL – LABOUR PRACTICES & WORK ENVIRONMENT

Objective

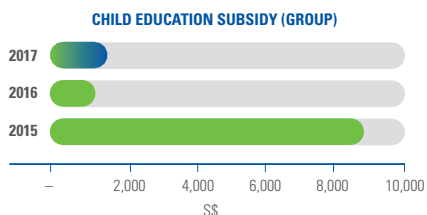
To sustain our human capital to achieve our long-term goals.

Approach

Megachem is influenced by the effects of demographic changes worldwide. The rising life expectancy, shrinking and aging population represent special challenges for companies' human resources management. We at Megachem have an important role to play in mastering the demographic challenges of the future. From the way in which we address these challenges, we can shape the social environment which we operate in and at the same time secure competitive advantages. Sustaining our human capital therefore becomes critical for us to achieve our long-term goals.

Employment: Employees Well-being/Work-Life Balance/Fair Wages/Talent Management

With a view to maintaining the employability of our workforce, increased focus is placed on preventive health care. Annually health screening examinations and sporting activities are examples of what we do to positively influence employees' health. We have been actively participating in Corporate National Steps Challenge organized by Health Promotion Board to encourage employees to walk towards a healthier future. We also provide comprehensive health insurances to our employees to help defray part of their medical costs.



As a Work Life Achiever Award recipient, Megachem commits to create and sustain a working environment supportive of work life balance for all



employees where they are respected partners of the business.

We purchase external wage data every two-year and strike to balance our salary structure externally and internally. Market data serves as an external benchmarking tools and with the objective to pay fairly and reasonable to our employees.

Competition for talent will become more intensified as well with the changing demographics. Megachem's human resource management adopts a holistic approach that not only provides tangible rewards but also intangibles such as work-life balance practices, education sponsorship, continuous training and upgrading as well as flexible work schedule. Our employees are also entitled to various type of leaves such as parental care, career break/sabbatical, prolonged sickness, dependent care, maternity, paternity and examination leave. These initiatives are also aimed at prolonging the employability of our employees.

Subsidy for Children's Education & Support Grant

With the commitment towards enriching the well-being of our employees, we provide subsidy to our lower income employees to defray part of their children's education cost, ranging from nursery up to tertiary education.

We have also launched a new scheme called Support Grant for Special Needs Children. This scheme targeting to assist employees on their financial abilities to cope with the necessary medical treatment.

Training and Education

Our Higher Learning Education program provides financial assistance to eligible employees who choose to further their professional education and training that will enhance their knowledge and skills. Education sponsorships are available for staff who wish to pursue higher education.

Megachem is a certified "People Developer" organisation in Singapore. "People Developer" is a certification awarded by Spring Singapore to companies which have achieved the niche Business Excellence standard for human resource development. This niche standard provides us with a total approach to attracting, managing and engaging employees for high performance and aims to bring the best out of our people. We have successfully renewed another 3 years of the accreditation in October 2016.

Megachem welcomes interns/attachment students to embark on an exciting learning journey with challenging assignments and projects. Upon graduation, these interns are encouraged to apply and join the Company as Management Trainees in their first step towards building a promising career.

Diversity & Equal Opportunity

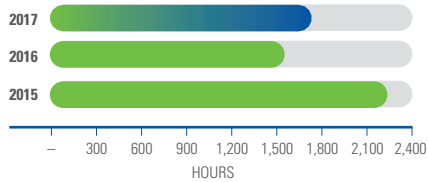
At Megachem, we value and respect each individual in the organisation and ensure that all of our employees feel they are a part of the organisation – cultivating a culture of mutual respect. Hence Megachem has a non-discriminatory culture that it does not discriminate on the basis of race, religion, gender, marital status or age.

SUSTAINABILITY REPORT

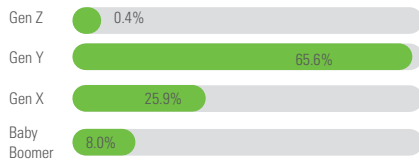
Performance Highlights

Megachem has 224 employees in its organization as at 31 December 2017.

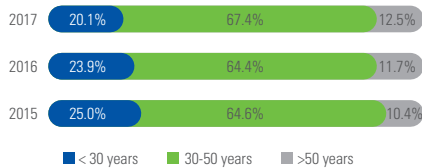
TRAINING HOURS (GROUP)



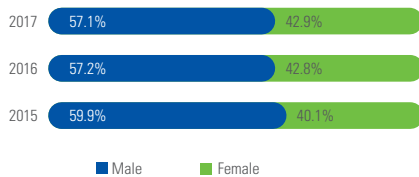
GENERATION (GROUP)



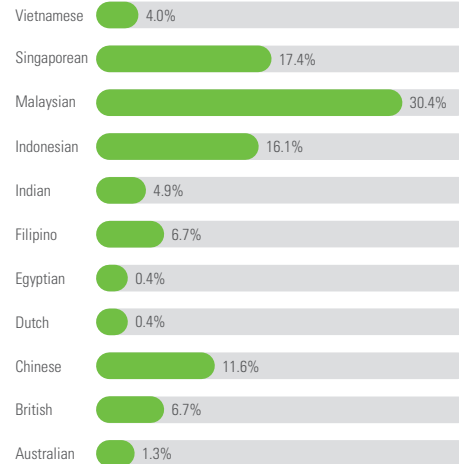
EMPLOYEE AGE DISTRIBUTION (GROUP)



GENDER DIVERSITY (GROUP)



NATIONALITY (GROUP)



TARGETS & PLANS

TO ACHIEVE HIGHER SCORE FOR OUR NEXT RENEWAL OF PEOPLE DEVELOPER CERTIFICATION.

S U S T A I N A B I L I T Y R E P O R T

SOCIAL – SOCIETY

Objective

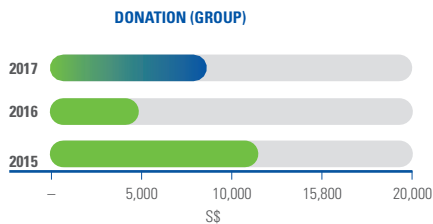
To play our part in nation building.

Approach

At Megachem, we recognize that businesses have a part to play in nation-building especially in providing assistance to people who are less fortunate than others. As such, we work closely with charitable organizations in finding ways for us to contribute to society. These come not just in the form of monetary contribution but also in committing time and effort in participating in these organizations' activities. Annually, Megachem visits several charitable homes during which we make donations as well as provide basic necessities to them. We also participate annually in several fund-raising events and in youth development program.

Megachem participates actively in charity programmes as part of our social responsibility to the community.

Performance Highlights



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